

PROVINCE OF SASKATCHEWAN



07-08

MINISTRY OF
ADVANCED EDUCATION,
EMPLOYMENT AND LABOUR

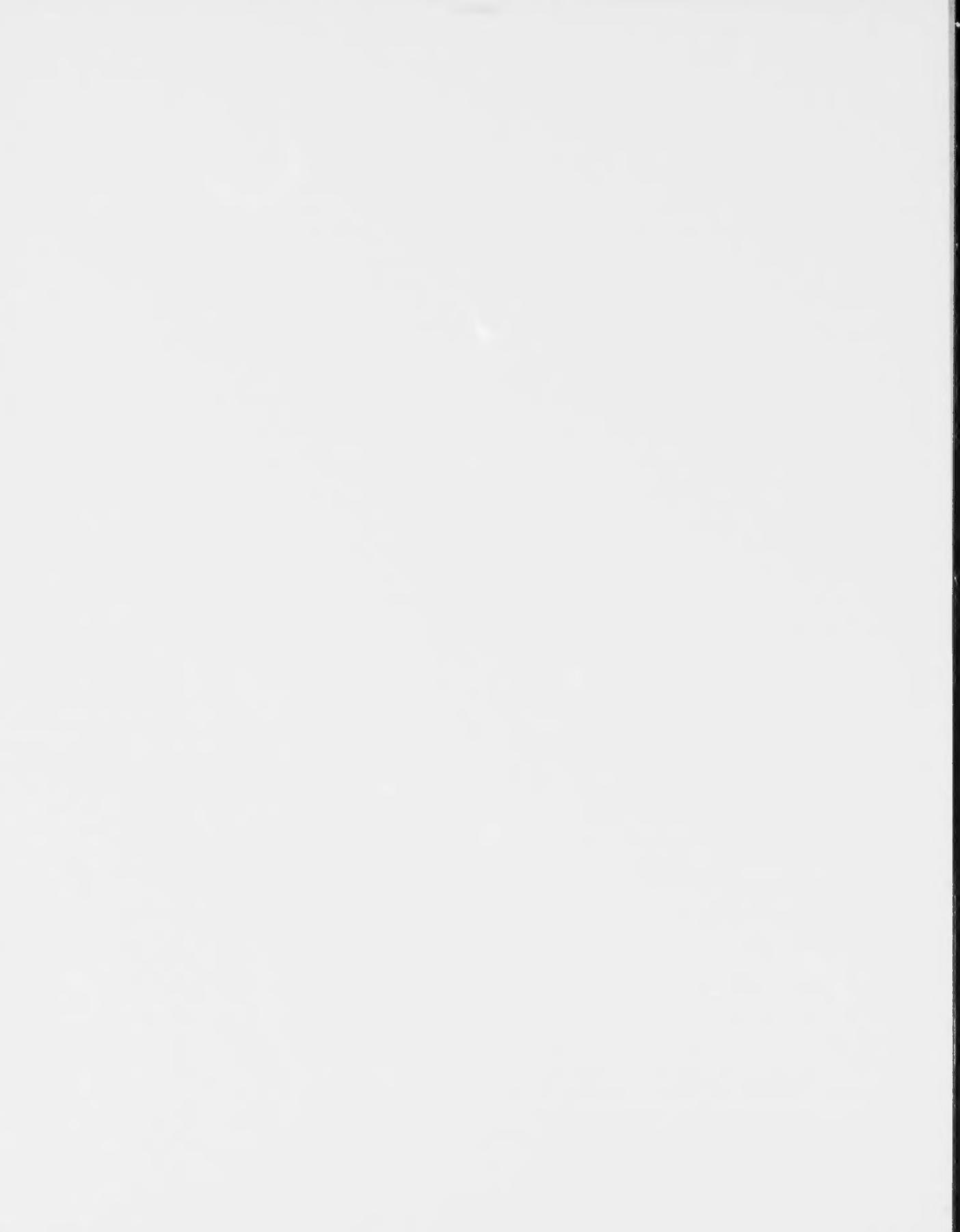


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Letters of Transmittal



His Honour the Honourable Dr. Gordon L. Barnhart
Lieutenant Governor of Saskatchewan

Your Honour:

As the Minister of Advanced Education, Employment and Labour, with responsibility for Immigration and the Workers Compensation Board, I am pleased to submit the Annual Report for the fiscal year ending March 31, 2008.

Since the election in November 2007, this government has been building on its values of growth, security and promises. During this time, government has been deliberating on how to invest strategically in Saskatchewan to ensure the momentum translates into long-term, sustained economic prosperity and to make certain that everyone who calls Saskatchewan home feels the benefits of the growing economy.

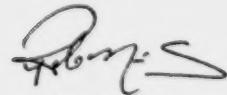
We are committed to accountability and to ensuring that we deliver on our commitments. A significant number of commitments have already been made to Saskatchewan people in 2007/08 in the election platform, the Throne Speech and in the Minister's Mandate letter. This report will provide progress on those commitments as they relate to this Ministry as of March 31, 2008. We look forward to furthering our commitment to improved accountability as 2008/09 progresses.

Within the Ministry of Advanced Education, Employment and Labour we will:

- Support and train Saskatchewan people to ensure our province has the skilled labour it needs to support economic growth by improving the training system capacity, supporting the unemployed and underemployed to engage fully in the labour market, and attracting and mobilizing skilled immigrants to Saskatchewan.
- Collaborate with stakeholders and build mutually beneficial partnerships that will meet the needs of Saskatchewan's labour market.
- Innovate and grow the province by supporting a high-quality innovative post-secondary education system and creating a fair, balanced, safe and competitive labour environment that will contribute to greater productivity and economic growth.
- Increase organizational effectiveness by fulfilling the Ministry's mandate and providing support to the Premier and the Minister to assist the government in meeting its goals of a more accountable and efficient government.

Now is the time to ensure that our province is a welcoming and exciting place, and that our people are ready to engage in Saskatchewan's new economy.

Sincerely,

A handwritten signature in black ink, appearing to read "Rob Norris".

Rob Norris

Minister of Advanced Education, Employment and Labour
Minister Responsible for Immigration

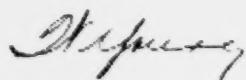
The Honourable Rob Norris
Minister of Advanced Education, Employment and Labour
Minister Responsible for Immigration

Dear Minister Norris:

I have the honour of submitting the annual report on behalf of the Saskatchewan
Ministry of Advanced Education, Employment and Labour for the fiscal year ending
March 31, 2008.



Respectfully submitted,

A handwritten signature in black ink, appearing to read "Wynne Young". The signature is fluid and cursive, with a distinct 'W' at the beginning.

Wynne Young
Deputy Minister
Advanced Education, Employment and Labour

Introduction

The Ministry of Advanced Education, Employment and Labour's (AEEL) annual report is prepared during a time of transition to a new government's agenda and provides reporting on key public commitments made during the 2007/08 fiscal year with a greater focus on commitments made by the new government since November 2007.

For the purposes of this report, the Ministry's progress on key commitments is aligned with the Ministry's organizational structure as of March 31, 2008. The report also provides results from key actions and performance measures published in 2007/08, as well as the new government's strategic priorities since November presented in the Minister's Mandate letter and the 2007 Throne Speech.

The departments of Advanced Education and Employment, and Labour joined to become AEEL in November 2007. The budgets of the entities were consolidated to reflect this change. As such, the financial statements of each former department are reported together in this report.

Ministry Overview

During the fall of 2007, the Department of Advanced Education and Employment (AEE) joined with the Department of Labour to create the Ministry of Advanced Education, Employment and Labour (AEEL).

The mandate of this new Ministry is to foster development of an educated, skilled, productive and representative workforce that meets the labour demands of a growing and innovative economy. It promotes a fair and balanced labour environment that respects the rights and responsibilities of workers and employers, and ensures healthy, safe, productive workplaces. The Ministry works in partnership with the private sector, community organizations, education institutions and others to retain educated and skilled workers, to develop a skilled workforce and to attract educated and skilled workers from outside of the province.

Delivery of Key Programs and Services

AEEL is responsible for the post-secondary education and training system, employment services, immigration services, student financial support, labour standards, occupational health and safety, status of women, labour relations and mediation, worker's advocate, and work and family balance.

In 2007/08, AEEL employed approximately 621 people between the central offices in Regina, the 20 Canada-Saskatchewan Career and Employment Services offices, nine Labour Relations offices and two Occupational Health and Safety offices across the province.

The creation of the new Ministry provides opportunities for increased support and service in areas that have a significant impact on the province's economy and society including: developing a skilled labour force to meet labour market needs, creating a fair and balanced labour environment respecting the rights and responsibilities of workers and employers, enhancing partnerships with the private sector and others to achieve the outcomes needed and supporting an innovative, highly productive knowledge-based economy.

The Ministry delivers programs and services through three main categories:

Post-Secondary Education and Training

Saskatchewan's post-secondary education and training system is essential to the province's labour force development. It provides Saskatchewan residents with the skill sets required to meet labour market demands and to obtain and retain sustainable employment. Importantly, Saskatchewan's advanced education network – especially drawing on centres of excellence at the University of Saskatchewan and the University of Regina – serves as a vital platform for preeminent research and development, a robust innovation agenda, and related science and technology initiatives (in areas including bio-science, the environment and energy). Of course, this knowledge network also helps to enrich local and global cultures and communities by reflecting on and celebrating Saskatchewan's sense of place within and beyond Canada.

The Ministry delivers post-secondary programs and services in partnership with other institutions and organizations, which include the University of Saskatchewan, the University of Regina, First Nations University of Canada, Saskatchewan Institute of Applied Science and Technology (SIAST), Regional Colleges, Saskatchewan Apprenticeship and Trade Certification Commission (SATCC), Saskatchewan Indian Institute of Technologies (SIIT) and the Gabriel Dumont Institute (GDI). The Government provides funding directly to the public post-secondary institutions.

The Ministry also delivers programs and services through Community-Based Organizations (CBO) focusing on employment preparation and settlement of immigrants. These institutions and organizations have varying accountability to government through legislation specific to their institution, organization or by contracts and agreements. Non-public institutions receive funding through specific agreements and contracts with CBOs.

In terms of financial assistance for students, the Ministry administers several federal and provincial programs that provide repayable and non-repayable financial assistance to qualified Saskatchewan residents enrolling in approved programs of study.

Immigration

The Ministry supports the attraction and settlement of immigrants to the province as well as international student enrollment in Saskatchewan's educational institutions.

- The Saskatchewan Immigrant Nominee Program (SINP) enables the province to provide a quicker means of entry for immigrants whose skills and abilities best fit the province's labour market needs.
- Community Partnerships and Settlement facilitates the settlement and integration of new immigrants. The Ministry provides funding to community-based groups to coordinate initial settlement support and to English language-training programs offered through community-based organizations and regional colleges to support communication skills training.
- The Recognizing Prior Learning Coordinating Group (RCG) works with regulatory bodies and educational institutions to facilitate the recognition of international training and experience that immigrants bring to our province.
- International Education focuses on a strategy that fosters a collaborative approach involving K-12 and post-secondary institutions, the business community, relevant community-based stakeholders and government ministries in order to build the cooperation required for success in this area.

Labour

The Ministry works to create a fair and balanced labour environment that respects the rights of workers and employers and is competitive with other jurisdictions across Canada.

Activities in this area focus on achieving healthy workplaces, the equality of women and supporting the economic and social development of the province through the following:

- The Saskatchewan Labour Market Commission (SLMC) formed in 2007 to achieve a partnership between labour, business, education and training institutions, government and other stakeholders, as well as provide advice on key strategic labour market issues in the province.
- The 20 Canada-Saskatchewan Career and Employment Services offices provide career and employment services to Saskatchewan people looking for information about career and job opportunities, as well as training and/or education options that enable participation in the provincial labour market. The Ministry also markets the SaskJobs.ca website, which supports Saskatchewan employers within western Canada's competitive labour market to recruit educated and skilled individuals as well as providing job seekers with the opportunity to join Saskatchewan's workforce.
- Occupational Health and Safety offers programs and services for workers and employers to ensure critical labour-related programming remain in place while focusing efforts on creating and sustaining a new culture of safety in the workplace.

- The Work and Family Unit works to find ways to assist Saskatchewan workplaces in becoming more family-friendly and to help shape work environments to meet the needs of the economy while building and strengthening the tradition of caring for family and community.
- The Status of Women Office provides leadership to government on policy direction affecting the status of women in Saskatchewan and works to achieve social, economic and political equality for women.
- The Office of the Worker's Advocate (OWA) assists any worker or dependant of an injured worker involved in a dispute with the Workers' Compensation Board (WCB) concerning a compensation claim.
- Labour Relations and Mediation provides information, training, bargaining assistance and mediation to labour and management in unionized workplaces. They assist unions and management to resolve difficult labour disputes and work stoppages due to strikes and lockouts.
- Labour Standards provides services to Saskatchewan employers and employees in support of fair and equitable workplace practices. They aim to enforce labour legislation and ensure that employees and employers are aware of their rights and responsibilities under these laws.

Progress in 2007/08

A New Government Direction – Growth, Security and Promises

Growing and sustaining a prosperous Saskatchewan economy depends on the ability of Advanced Education, Employment and Labour to attract, train, educate and protect workers and employers. This report provides results from performance measures published in 2007/08, as well as the new government's strategic priorities: growth, security and promises as presented in the Minister's Mandate letter and the 2007 Throne Speech.

Saskatchewan is experiencing a skilled labour shortage and employers cite this concern as an impediment to their current expansion and continued viability. Labour shortages adversely affect industry and business competitiveness, social and community sustainability, and quality of life. The key to sustaining continued economic growth and prosperity in the province is to ensure Saskatchewan has enough well-trained workers. The productivity of people already in the labour market must be maximized and the integration of people who have traditionally been marginalized or under-represented in the workforce must be accelerated.

Over the five-year period, 2006 to 2011, the Saskatchewan Employment Forecast estimates 79,300 employment opportunities for the province. Twenty-seven per cent of these opportunities stem from economic growth and the remaining 73 per cent are the result of attrition.

In 2007, the total provincial population increased by 16,492 (1.7 per cent). Saskatchewan's net gain of 10,174 people resulted from interprovincial migration. This is the first year with gains from interprovincial migration since 1984. As well, the province gained 3,409 people through international migration, the highest level since 1980.

Minister's Mandate Letter, November 2007

In his capacity as Minister of Advanced Education:

Ensure post-secondary institutions contribute to the goals of building an innovative economy, increase training and educational seats and keep tuition affordable for students:

- The Ministry is working with the post-secondary education and training system to deliver responsive education and training to meet the needs of the economy, maximize the productivity of Saskatchewan people in the labour market, enhance labour force participation, and increase engagement in public-private partnerships.

Establish a Saskatchewan scholarship fund, to be matched by scholarship funding raised by post-secondary institutions:

- The Ministry has conducted preliminary work to establish this scholarship fund. Further research and consultations with stakeholders will continue in the 2008/09 fiscal year.

Work with post-secondary institutions to create more co-op and applied learning opportunities:

- Initial work to increase co-op and applied learning opportunities began in 2007/08 and will continue with the province's post-secondary education institutions in the 2008/09 fiscal year.

Develop a long-term provincial initiative between First Nations, post-secondary institutions and industry to increase the number of First Nations workers in the labour force:

- Additional funding provided to Saskatchewan Indian Institute of Technologies (SIIT) to increase seats in both Adult Basic Education (ABE) and skill-training programs prepares First Nations people for active participation in the labour force. Initiatives will continue in the next fiscal year.

Increase training and employment opportunities for apprentices and review the current journeyperson to apprentice ratio in consultation with industry and labour:

- Made interim regulatory changes, effective for one year, to allow adjustment of the ratio of fourth year apprentices to journeypersons. Consultations with industry and labour are ongoing. The outcome of these consultations will be the basis for permanent regulatory changes. There is a plan to increase the number of training positions for apprentices in 2008/09.

Ensure Saskatchewan is an active participant in inter-provincial Western Canadian partnerships related to labour market development and post-secondary education:

- Together with the other western provinces, Saskatchewan is an active participant in job fairs and other marketing activities held in Ontario to recruit eastern workers for jobs in the west.
- Through the Forum of Labour Market Ministers, Saskatchewan is actively working to address labour mobility issues on a Pan-Canadian basis. Western Canadian labour mobility issues will be a key focus of the 2008 Western Premiers Conference, as well as upcoming Council of the Federation meetings.
- Saskatchewan has interprovincial training agreements with several provinces. These agreements provide training and education for Saskatchewan students in disciplines where there is great demand for very few practitioners. In 2007/08, the following education/training was provided: Optometry (12 students), Occupational Therapy (30 students), Orthotist/Prosthetist (three students), Denturist (six students), Nuclear Medicine Technology (eight students), Respiratory Therapy (24 students), Magnetic Resonance Imaging Technology (12 students) and Sonography (two students).
- The Ministry is a member of the Western and Northern Health Human Resources Forum to develop western Canadian solutions to health human resources issues.

In his capacity as the Minister of Labour:

Establish a fair and balanced labour environment in Saskatchewan that respects the rights of workers and employers by:

- Removing legislated limits on the length of collective bargaining agreements. Introduced amendments to *The Trade Union Act* that remove the three-year limit on collective agreements.

Work with the province's public sector unions to ensure essential services are in place in the event of a strike or labour action:

The Ministry introduced *The Public Services Essential Services Act* to:

- define essential public services and balance the rights of workers with the need to ensure public safety; and
- safeguard the public from potential problems that may arise due to a work stoppage, where there is a reasonable apprehension of: danger to life, health or safety, destruction of equipment or premises, serious environmental damage, or disruption of the courts.

Ensuring democratic workplaces by:

- introducing amendments that require secret ballots on any vote to certify a union in a workplace and a 50 per cent plus one result for successful certification; and
- ensuring freedom of information in the workplace during any unionization drive, by allowing unions and management the opportunity to communicate fairly with employees.

Throne Speech, December 2007

Tuition rebates of up to \$20,000 over seven years for those students who stay in the province after graduation to start their careers:

- The Ministry introduced the Graduate Retention Program (GRP), a refundable income tax credit to rebate up to \$20,000 for actual tuition fees paid by Saskatchewan post-secondary graduates who stay in the province for seven years after graduation, in a new bill titled *The Graduate Retention Program Act*. Beginning January 1, 2008 this new initiative replaces the previous Graduate Tax Exemption (GTE) program. This program reflects government's commitment to retain graduates within Saskatchewan and sustain the province's economic momentum.

Introduction of legislation that achieves a competitive balance in labour laws:

- The Ministry established *The Public Services Essential Services Act* and *The Trade Union Amendment Act, 2007*.

Addressing the labour shortage by:

increasing participation of First Nations and Métis people:

- The Saskatchewan Indian Institute of Technologies (SIIT) received increased funding to deliver Adult Basic Education (ABE) on reserve. An additional one million dollars provides skills training funding to increase delivery of training programs and the use of a new mobile training lab. A further \$500,000 was announced in the mid-year investment for skills training and human resource plan development.
- The Dumont Technical Institute (DTI) saw an increase of 8.2 per cent in their operating grant over the previous year. This provides expanded capacity to serve the province's Métis population.
- In 2007/08, the Province made funding available to deliver ABE programs on-reserve. Five regional colleges (North West, Northlands, Cumberland, Parkland and Southeast), along with SIIT, delivered programs using these funds.

- Operating grants to the universities increased by eight per cent over the previous year.

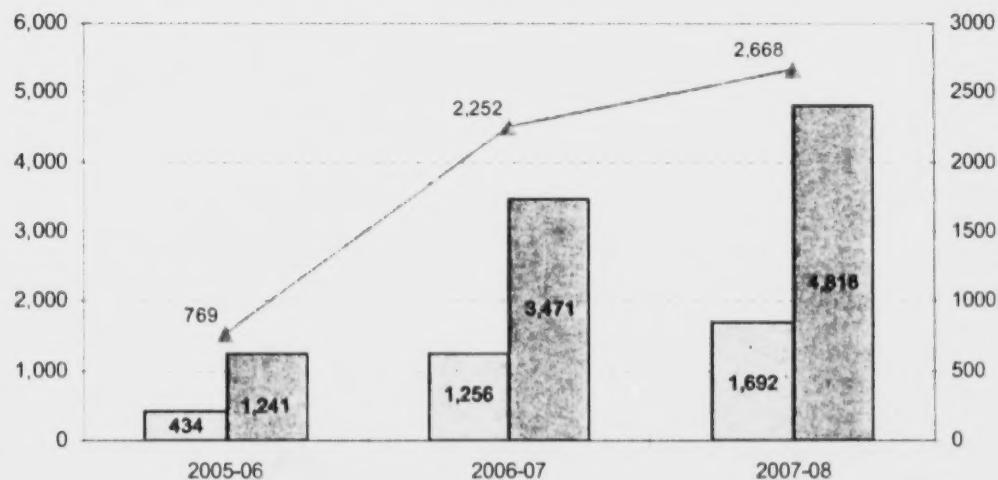
more aggressive immigration efforts:

- The Saskatchewan Immigrant Nominee Program (SINP) issued 1,692 nominations, an increase of 436 nominations or 34.6 per cent, compared to 2006/07, and an increase of 1,258 nominations or 74 per cent, compared to 2005/06 (see Chart A below).
- Interest in the SINP remains high. There were 2,668 applications, an increase of 416 applications, compared to 2006/07, and an increase of 1,899 compared to 2005/06. The following table outlines the increasing numbers of both nominations and applications:

Chart A:

SINP Applications and Nominations, 2005/06 - 2007/08

■ Principal Applicants ■ Total Nominees ■ Applications



- Preliminary data shows the landing of new immigrants is also increasing (see Chart B on next page). In the 2007 calendar year, 3,512 new immigrants landed, a jump of 28.9 per cent compared to 2006. The SINP accounted for 90.1 per cent of the increase in landings in 2007.
- The Entrepreneur Category of the SINP experienced a significant increase in nominations since its inception in 2006. In 2007/08, there were 47 nominations, compared to seven in 2006/07. As well, in 2007/08, 82 applications were approved or conditionally approved to move forward to the next stage of the assessment.

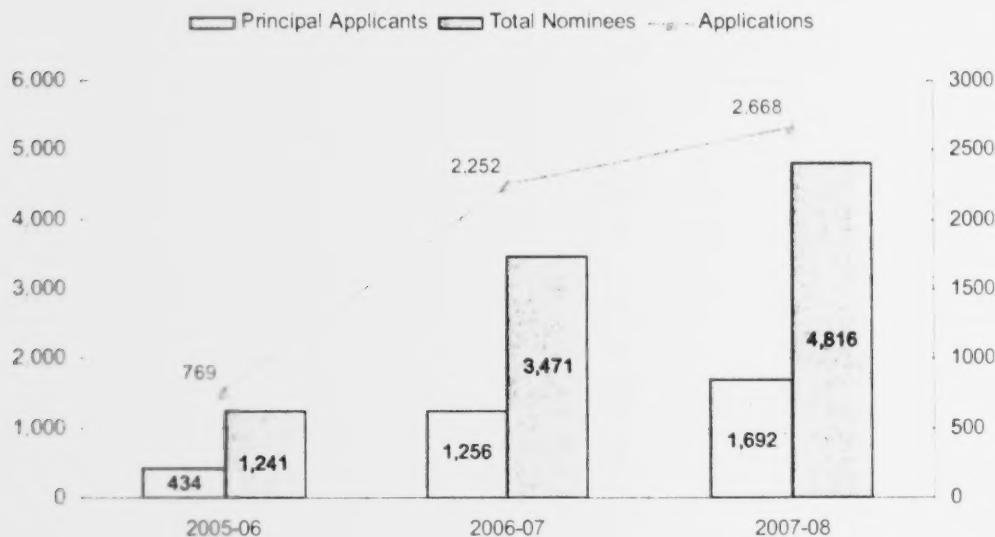
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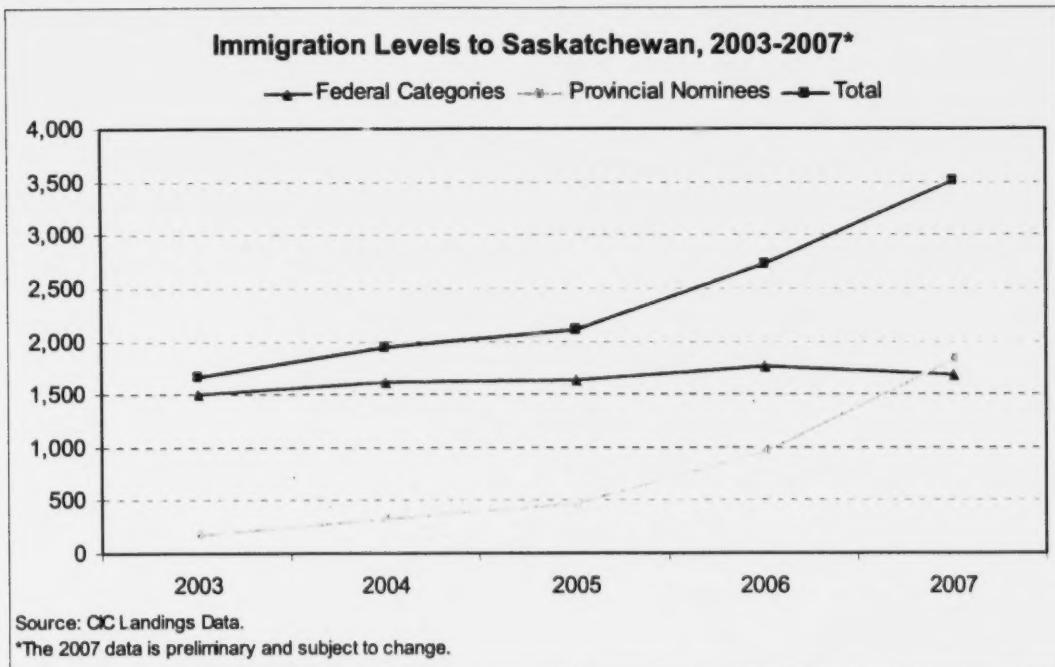
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Chart B:



a concerted effort to bring ex-patriots back home:

- Working closely with Saskatchewan businesses and business organizations, such as Regional Economic Development Authorities and Chambers of Commerce, the Ministry undertook a number of initiatives to maximize recruitment of skilled workers to the province. Ministry staff and partners attended major job fairs in Edmonton, Calgary and eastern Canada, including the very successful "Think Regina" initiative in Calgary. Promoting the province and SaskJobs has proven to be effective. These efforts resulted in a significant amount of positive national and regional media coverage and dialogue about Saskatchewan. Marketing initiatives included billboard advertising placed in the London, St. Thomas, Sarnia and Windsor areas to attract workers affected by the slowdown in the region's manufacturing sector. This promotion resulted in 7,800 visits to the SaskJobs.ca website.

A commitment to building a knowledge economy through increasing operating funding to existing post-secondary institutions by \$125 million over four years:

- In 2007/08, planning began to provide this increase over the next four years. The post-secondary institutions will begin to see this commitment to growing the economy with a modest increase beginning in the 2008/09 budget.

Creating more training seats and more residency positions for doctors.

- An additional eight first-year seats were funded in the College of Medicine, University of Saskatchewan.

Provide an additional \$20 million over four years to community based organizations that provide employment skills training to individuals who need extra assistance to reach their full potential in the workforce.

- Preliminary work to develop this new initiative commenced and actions will continue in the next fiscal year.

Progress by Key Program

Post-Secondary Education and Training

The link between sustainable employment and post-secondary education and training is clear. It is expected two-thirds (66 per cent) of all new employment opportunities will require management or post-secondary education and training. As well, nine out of 10 employment opportunities will require a minimum equivalent of a high school diploma. Given this forecast, it is critical that all Saskatchewan people have the foundational skills to access and be successful in post-secondary education and training.

Although levels of educational attainment change slowly, it is critical that these levels continue to increase. Data from Statistics Canada indicates that the educational attainment of the labour force in Saskatchewan has risen since 2000 (see Table 1).

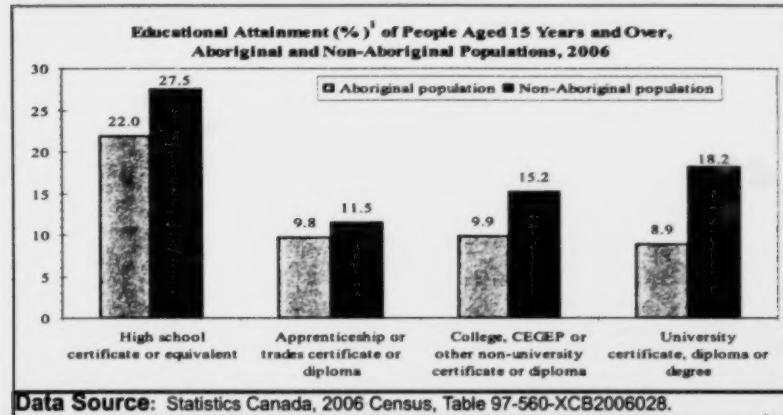
Table 1: Educational Attainment (%) of Labour Force Aged 15 Years and Over, Saskatchewan, 2000 to 2007					
	Less than High School Graduate	High School Graduate	Some Post- Secondary	Post- Secondary Certificate or Diploma	University Degree
2000	21.7	23.8	10.3	30.1	14.1
2001	20.5	24.0	9.5	31.8	14.3
2002	19.6	24.4	9.3	31.9	14.9
2003	18.4	23.5	9.4	33.8	14.9
2004	17.8	24.3	9.7	32.7	15.4
2005	17.5	24.2	9.4	32.8	16.1
2006	18.1	24.6	9.1	31.3	16.8
2007	17.6	24.6	9.2	32.2	16.3

Data Source: Statistics Canada, Labour Force Historical Review 2007, Table Cd1t02an.

Educational attainment is key to sustainable employment within a knowledge-based economy. This change reflects the changing labour force demographics and more youth completing high school and entering post-secondary education and training.

Completion of high school and post-secondary education by the province's Aboriginal population continues to lag behind that of the province's non-Aboriginal population. Unfortunately, changes to the 2006 Census mean that the data related to educational attainment collected in 2001 is not comparable to the 2006 data (see Chart C on next page). With a young and growing Aboriginal population, it is essential that supports be in place so that increasing numbers of these youth complete high school, are successful in post-secondary education and training, and enter the workforce.

Chart C:



Data Source: Statistics Canada, 2006 Census, Table 97-560-XCB2006028.

The Training System

Saskatchewan's training system is essential to the province's labour force development. It prepares Saskatchewan residents with the skill sets required to meet labour market demands and to obtain and retain sustainable employment.

The key components of the public training system include the Saskatchewan Institute of Applied Science and Technology (SIAST), eight Regional Colleges (plus one interprovincial college located in Lloydminster), the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC), the Saskatchewan Indian Institute of Technologies (SIIT) and Dumont Technical Institute (DTI). As well, a number of Private Vocational Schools (PVS) provide training programs.

The following chart outlines the new seats funded in the 2007/08 year and the institution/organization that delivers the program:

Table 2: New Seats Funded in 2007/08

Program/Training Area	Delivery Agency	Increase
ABE (on reserve)	Colleges and SIIT	155
Other ABE	Regional Colleges	277
Early Childhood	Colleges and SIAST	104
Northern Construction Career (NCC*)	SIIT/NCC	40
Aboriginal Tri-Trades	North West Regional College	24
Industrial Mechanic	Parkland Regional College	8
Bachelor of Northern Studies	Northlands College	21
Electrician Program	SIAST	24
Skills Training Expansion	SIIT	100
SATCC Expansion (assorted programs)	SIAST/SATCC	204
Practical Nursing (ongoing)	SIAST	5
Practical Nursing (online)	SIAST	10
Total		972

Notes:

- The Northern Construction Career program is a partnership between the Governments of Saskatchewan and Canada, Northlands College, Saskatchewan Tourism and Education Council, and the Northern Development Board.
- Nursing Education Program of Saskatchewan is operated jointly by SIAST, the University of Saskatchewan and the First Nations University of Canada.

An overarching policy framework for the integration of Workplace Essential Skills was undertaken. Using a Workplace Essential Skills approach to on-the-job learning, as well as to program design, provides a clear linkage between education and training opportunities and the labour market. A number of Workplace Essential Skills initiatives will be included in the programs to be implemented in 2008/09 under the Canada Saskatchewan Labour Market Agreement. Utilization of a Workplace Essential Skills approach may improve participation rates of individuals from traditionally marginalized groups and improve the "work readiness" of youth entering the labour market from high school.

The Regina and Saskatoon Trades and Skills Centres projects are innovative partnerships that involve industry, the post-secondary and PreK-12 educational systems, Aboriginal training institutions and local communities in an effort to provide training that helps youth and young adults move directly from high school into employment or on to post-secondary education.

These projects are helping to address the labour shortage in Regina and Saskatoon by working with industry to identify areas of significant shortage and providing short skills courses to youth and young adults who can seek immediate entry-level employment.

Regina Trades and Skills Centres offers programs in steel studding, drywall, acoustic ceiling, painting/decorating, and food and beverage worker/line cook in the fall of 2007. The first two programs finished in December 2007, with all but one of the learners either securing employment related to their training or continuing on to post-secondary education related to their field of study.

In 2007/08, Saskatchewan entered into a cost-shared initiative with Human Resources and Social Development Canada (HRSDC) to deliver the Targeted Initiative for Older Workers (TIOW) project. The TIOW assists people aged 55 and older to gain the skills needed to enter/re-enter the workforce and benefits employers by giving them access to workers who might otherwise not be in the labour force. An estimated 170 older workers will participate in this two-year initiative.

In 2007/08, due to the increasing numbers of immigrants in the rural areas, Regional Colleges became significant deliverers of language training programs.

The Governance Leadership Series provides a series of educational workshops to assist board members of the training institutions (SIAST, Regional Colleges, SATCC, SIIT and DTI) to hone their governance skills. The sessions occur twice a year with guidance from an advisory committee. In addition to the program itself, these semi-annual sessions provide an opportunity for Board Members to meet with the leaders from the training system and government. Approximately 100 people attend each session.

The Ministry initiated a review of *The Private Vocational Schools Regulations, 1995*. The review will be complete in 2008/09. The review will take place in two phases and includes research to gather information about best practices in other jurisdictions, as well as consultations with stakeholders in the sector. The goals of the review are to update and strengthen existing regulations and address developments in the post-secondary education sector.

Table 3: 2007/08 Increase in Training Institutions Operating Grants

	2006/07 Budget Operating Grants	December 2006 Mid-Year Investment Increase for Operating Grants	March 2007 Retro Costs/ Signing Bonuses	2006/07 Actual Operating Grants	2007/08 Budget Operating Grant Increase	2007/08 Mid-Year Funding	Total 2007/08 Actual Operating Grant Increase	Total 2007/08 Per Cent Increase
RC	\$ 17,734,153	\$ 25,000	\$ 1,183,267	\$ 18,942,420	\$ 2,174,947	\$ -	\$ 2,174,947	11%
DTI	\$ 639,847		\$ 3,373	\$ 643,220	\$ 114,053	\$ -	\$ 114,053	18%
SIAST	\$ 78,615,000	\$ 1,202,100	\$ 4,787,564	\$ 84,604,664	\$12,896,000	\$ -	\$ 12,896,000	15%
SIIT	\$ -	\$ 1,000,000		\$ 1,000,000	\$ 2,000,000	\$ 500,000	\$ 2,500,000	250%
SATCC	\$ 11,153,000	\$ 220,800	\$ 276,395	\$ 11,650,195	\$ 1,322,000	\$ 400,000	\$ 1,722,000	15%
		\$ 2,447,900	\$ 6,250,599					

In 2007/08, the following institutions saw an increase in operating grants (see Table 3):

- Saskatchewan Institute of Applied Science and Technology (SIAST) increased by 15 per cent;
- Regional Colleges increased by 11 per cent;
- Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) increased by 15 per cent;
- Dumont Technical Institute (DTI) increased by 18 per cent; and
- Saskatchewan Indian Institute of Technologies (SIIT) increased by 250 per cent.

Tuition levels for the majority of programs within the training system have increased. The table below outlines the 2007/08 tuition levels compared to previous years:

Table 4: Tuition Levels

Institution	2003/04	2004/05	2005/06	2006/07	2007/08
SIAST: Two-year Diploma Program	\$2,400	\$2,640	\$2,772	\$2,910	\$3,026
PVS: Category I		\$6,371	\$6,456	\$6,242	Unavailable

Notes:

- There are two categories of registered Private Vocational Schools (PVS). A Category I school delivers vocational training to fee-paying students. A Category II school delivers vocational training that is contracted for by a sponsor and not by the students enrolled in the school. Currently, there are 33 Category I and 10 Category II schools registered with the Ministry.

The training system partners, including SIAST, SIIT, Regional Colleges, DTI and SATCC, are working together to maximize the use of two new mobile training labs to take training on the road to students and industry. These labs are designed so they can be quickly adapted to the training needs of several programs including welding, industrial mechanics, machine shop, electrical, pipe fitting and plumbing, and can be moved from one location to another.

The table below outlines training system enrolments compared to previous years (2007/08 data is not available):

Table 5: Training System Enrolments					
	2002/03	2003/04	2004/05	2005/06	2006/07
JobStart/Future Skills	3,293	4,078	3,253	4,235	5,680
Regional Colleges	29,757	20,828	19,672	21,406	22,563
Certificate/Diploma	5,434	5,512	5,483	6,513	5,011
Apprentices	6,552	6,380	6,817	7,205	8,323
Adult Basic Education (ABE)	5,033	4,982	5,217	5,364	5,709
Private Vocational Schools (Total)	3,330	3,530	3,185	3,127	2,548

Data Sources:

- SIAST 2006/07 Annual Report & October 2007 Census Data for Academic Year 2006/07; www.goSIAST.com.
- Saskatchewan Apprenticeship and Trade Annual Reports, 2004/05 to 2006/07; www.saskapprenticeship.gov.sk.ca/index.php.
- JobStart/Future Skills Follow-up Survey completed by SIAST, the Regional Colleges and DTI 60 to 90 days after completion of every program and project submitted to AEEL.
- Adult Basic Education Follow-up Survey completed annually by SIAST, the Regional Colleges, DTI, SIIT and submitted to AEEL.

Increased enrolments for JobStart/Future Skills, apprentices and ABE are largely due to increases in the number of funded seats. The decreased enrolment in certificate and diploma programs may be a result of the strong job market and availability of work.

The table below outlines graduates/completers by type of program or type of delivery:

Table 6: Graduates/Completers by Type of Program/Delivery					
	2002/03	2003/04	2004/05	2005/06	2006/07
JobStart/Future Skills	3,103	3,668	2,775	3,673	5,111
Certificate/Diploma	4,441	4,473	4,858	4,116	3,714
Apprentices	1,043	1,015	1,096	1,120	1,153
Adult Basic Education (ABE)	3,376	3,214	3,293	3,195	3,271
Private Vocational Schools (Total)	N/A	N/A	1,343	1,513	1,212

Data Sources:

- SIAST 2006/07 Annual Report & October 2007 Census Data for Academic Year 2006/07; www.goSIAST.com.
- Saskatchewan Apprenticeship and Trade Annual Reports, 2004/05 to 2006/07; www.saskapprenticeship.gov.sk.ca/index.php.
- JobStart/Future Skills Follow-up Survey completed by SIAST, the Regional Colleges and DTI 60 to 90 days after completion of every program and project submitted to AEEL.
- Adult Basic Education Follow-up Survey completed annually by SIAST, the Regional Colleges, DTI, SIIT and submitted to AEEL.

The number of completions in apprenticeship (increase of 33) and ABE (increase of 76) remained relatively stable. However, the PVS sector had a decrease of 301 in completions and the completion of certificate/diploma saw a decrease of 406. This may be a result of the strong labour market and availability of jobs.

The number of completions in the JobStart/Future Skills program increased substantially (1,438) reflecting the increase in program enrolments.

On-reserve delivery of ABE makes this program more accessible for some learners, since barriers such as childcare and transportation should be less of an issue. This delivery is showing promise to improve retention and success rates of First Nations participants. Preliminary reports received from some participating colleges show an expected completion rate of almost 90 per cent as compared to an average completion rate of about 60 per cent for the off-reserve ABE delivery.

The Universities

The University of Regina and the University of Saskatchewan and their affiliated colleges, as well as the First Nations University of Canada, offer a range of undergraduate and graduate programs delivered on-campus, by distance education and via the province's Regional College system. The University of Regina and the University of Saskatchewan saw an increase in operating grants by eight per cent.

As has been the case in many jurisdictions, enrolment in the province's universities have declined over the past several years (see Table 7 below). Although slight, these declines are likely due to a number of factors including decreasing birth rates, which affect the number of youth and a strong economy, drawing youth directly into the labour force from high school. The universities are working to strengthen their student recruitment and retention strategies.

Graduation numbers for the universities saw an increase over the previous year (see Table 8 on next page). The recent declines in enrolment are not reflected in the number of graduations due to the length of time to graduate from a university program being at least four years.

- The Nursing Education Program of Saskatchewan will see an increase of 120 seats beginning in 2007.
- For 2007/08, the Nursing Education Program had 18 new seats in the four year traditional program starting in September at the SIAST Kelsey Campus and 10 new seats in the Second Degree Entry Option (SDEO) program starting at the University of Saskatchewan in May 2008.
- Provided incremental funding of four million dollars (for a total of \$14.8 million annually in 2007/08) to address accreditation requirements at the College of Medicine, University of Saskatchewan.
- Maintained university tuitions at the 2004/05 level for 2007/08. The average 2007 undergraduate tuition at Saskatchewan universities was \$4,774, fifth lowest in Canada.
- Made an investment of \$14.4 million to research and innovation at the province's universities through the Innovation and Science Fund. Approximately nine million dollars of this went to the International Vaccine Centre at the University of Saskatchewan.

Table 7: University Enrolment

	2004/05	2005/06	2006/07	2007/08
Degree	31,853	31,637	31,368	31,080
Non-degree (Diploma, Certificate, etc.)	N/A	N/A	533	747

Data Sources:

- University of Regina, Fingertip Statistics as of April 17, 2008 Office of Resource Planning, Convocation Details; www.uregina.ca/presoff/orp/FactBookReports/Fingertip.pdf
- University of Saskatchewan, Statistics prepared by Institutional Analysis, from the Student Information System – Student Head Count for Regular Session by Program Level Table 2, Current Statistics; www.usask.ca/ia/statistics 2005/06 – 2007/08, October Snapshot

Table 8: University Credentials Conferred (Graduates)		
	2006	2007
Degrees	5,375	5,717
Non-degree (diploma, certificate, etc.)	487	507

Data Sources:

- University of Regina, Convocants at University of Regina, as of April 17, 2008 Office of Resource Planning, Convocation Details: www.uregina.ca/presoff/orp/FactBookReports/ConvocationSummary.pdf
- University of Saskatchewan, Statistics prepared by Institutional Analysis, from the Student Information System – All Credential Granted by Educational Level, Calendar Year, and Ceremony Table 1, Current Statistics for 2003 to 2007; www.usask.ca/a/statistics

Recognition of Prior Learning (RPL)

Learning recognition tools and processes assist learners and job seekers to use the knowledge, skills and abilities gained throughout their lives.

The Recognizing Prior Learning Coordinating Group (RCG), chaired by the Ministry of Advanced Education, Employment and Labour with membership from across the post-secondary education and training sector, professional and trade associations, regulatory bodies, government, labour, career development practitioners and community advocacy groups produced the following reports:

- *Inventory and Analysis of Recognizing Prior Learning (RPL) Websites, August 2007*
- *Recognizing Prior Learning (RPL), RPL Centres: A Synthesis of Research, September 2007*
- *Recognizing Prior Learning (RPL): Communicating RPL in Saskatchewan, September 2007*

On March 11, 2008, 117 registrants and 24 speakers took part in an inaugural conference highlighting Saskatchewan's progress in recognizing prior learning. The conference raised awareness about the benefits of learning recognition processes and resulted in the formation of an RPL network of 40 learning recognition practitioners.

In the 2006/07 academic year, students at SIAST made 936 requests for prior learning assessment and recognition services, compared with 932 and 804 respectively in 2005/06 and 2004/05. The success rate for students seeking recognition from SIAST remains about 96 per cent. Ten students at the University of Saskatchewan requested recognition of prior learning and were granted credit. Data is not available from the University of Regina.

Technology Enhanced Learning (TEL)

Saskatchewan post-secondary institutions and the Ministry work together through the provincial TEL Action Plan to extend access to education and skills training and enrich learning by creating and adapting technology-based tools, teaching methods and resources to meet the diverse needs of learners, both on- and off-campus.

In 2007/08, AEEL provided \$5.089 million to support Technology Enhanced Learning (TEL) at the two universities, SIAST, Regional Colleges and Aboriginal institutions. This funding:

- enables the development of courses and resources in a variety of delivery modes;

- provides learners, including rural, northern and Aboriginal students across Saskatchewan, with access to technical equipment and support, career and academic advising, tutoring and other study supports; and
- supports faculty in developing their expertise in teaching through technology.

Post-secondary institutions used 2007/08 TEL funding to enhance the array of online, televised and multi-mode credit courses and services for learners, with more than 500 online and/or televised courses and learning resources now available. In 2006/07, the institutions scheduled more than 290 online, televised or blended courses with over 11,600 student registrations (see Table 9 - data for 2007/08 is not yet available).

Table 9: Online and Televised Course Registrations				
	2003/04	2004/05	2005/06	2006/07
Online Courses	3,415	5,304	6,222	9,025
Televised Courses	2,350	2,810	3,485	2,643
Total	5,765	8,114	9,707	11,668

Data Source: Ministry files, September 2007

Financial Assistance for Students

The Ministry administers several federal and provincial programs that provide repayable and non-repayable financial assistance to qualified Saskatchewan residents enrolling in approved programs of study. The objectives of Student Financial Assistance are to encourage and assist academically qualified and financially needy students to participate in post-secondary education and training which will provide them with the knowledge and skills necessary for long-term labour force attachment.

In 2007/08, over 12,400 student loans were approved for students in post-secondary education and training and almost \$108 million of assistance authorized for individuals. The total student financial assistance amount was over \$146 million when taking grants, bursaries, debt management tools, part-time loans and other awards into consideration.

In order to improve services for individuals applying for financial assistance, the Ministry took the following actions:

- expanded call centre hours during the peak application period; and
- introduced an online application system, which resulted in over 40 per cent of applications submitted online and a dramatic reduction in the time required to process requests.

As well, to increase the type and amount of financial assistance available to eligible students, a number of modifications to existing programs include:

- reduction of the expected parental contributions for dependent students; and
- increasing the Millennium Aboriginal Access Bursary (Canada Millennium Scholarship Foundation) from \$2,000 to \$3,500.

Introduced the Graduate Retention Program (GRP), a refundable income tax credit to rebate up to \$20,000 over seven years for tuition fees paid by Saskatchewan post-secondary graduates who stay in the province after graduation. Beginning January 1, 2008, this new initiative replaces the previous Graduate Tax Exemption (GTE) program. This program reflects government's commitment to retain graduates within Saskatchewan and sustain the province's economic momentum.

The table below indicates the level of loan funding provided to individuals pursuing post-secondary education. In 2007/08, the value of Canada-Saskatchewan Integrated Student Loans decreased by \$11.4 million overall in comparison to 2006/07 (this includes a decrease in the value of the Canada Student Loans [CSL] by \$6.4 million and a decrease in the value of Saskatchewan Student Loans [SSL] by \$5.0 million). As well, the number of SSL authorized in 2007/08 declined by 1,370 compared to 2006/07. In recent years, all provinces, excluding Ontario, experienced declines in the uptake of government student loans. It is speculated that this decline reflects a combination of situations including the strong economy, increased saving for post-secondary education and increasing numbers of loan products available from private lenders.

Table 10: Total Value of Student Loans Authorized			
	Total Value of Canada-Saskatchewan Integrated Student Loans Authorized	Value of Canada Student Loans (CSL) Authorized	Value of Saskatchewan Student Loans (SSL) Authorized
2002/03	\$125,416,826	\$68,830,806	\$56,586,020
2003/04	\$131,592,816	\$71,861,183	\$59,731,633
2004/05	\$131,334,196	\$71,322,970	\$60,011,226
2005/06	\$134,101,742	\$79,525,365	\$54,576,377
2006/07	\$119,399,548	\$71,552,809	\$47,846,739
2007/08	\$107,957,151	\$65,072,007	\$42,885,144

Data Source: AEEL Student Financial Assistance Records

The table below indicates the average debt of students with government loans who entered repayment in 2006/07 was \$17,177. This is an increase of \$723 from 2005/06 and an increase of \$3,451 from 2001/02. Debt management tools, such as Interest Relief, Extended Interest Relief, Debt Reduction in Repayment and the Permanent Disability Benefit are available to assist borrowers experiencing difficulties repaying their loans.

Table 11: Average Student Debt on Consolidation of Canada Student Loans (CSL) and Saskatchewan Student Loans (SSL) Upon Entering Repayment								
2004/05			2005/06			2006/07		
CSL	SSL	Total	CSL	SSL	Total	CSL	SSL	Total
\$10,876	\$4,982	\$15,858	\$11,424	\$5,030	\$16,454	\$12,476	\$4,701	\$17,177

Data Source: AEEL Student Financial Assistance Records

In 2005/06, the CSL limits increased from \$165 per week to \$210, which is one of the factors contributing to the increase in CSL debt levels for 2006/07. Also in 2005/06, the provincial bursary increased to \$110, which increased support for students without increasing their SSL debt levels. Data for 2007/08 is not available at this time.

The Provincial Training Allowance (PTA) provides income-support for low-income people taking basic education and short skills courses to help them move into employment, post-secondary education and training. In 2007/08, approximately 5,000 individuals received the PTA.

The Centennial Merit Scholarships had an additional \$500,000 in funding allocated to bring the total amount for these scholarships to two million dollars. Saskatchewan universities, SIAST, Regional Colleges and the SATCC award these scholarships to eligible students.

Immigration

Immigration is an important factor in building and sustaining dynamic communities and economic growth in Saskatchewan. The Saskatchewan Immigrant Nominee Program (SINP) serves to attract skilled workers, entrepreneurs and their families by linking them with employment and economic development opportunities.

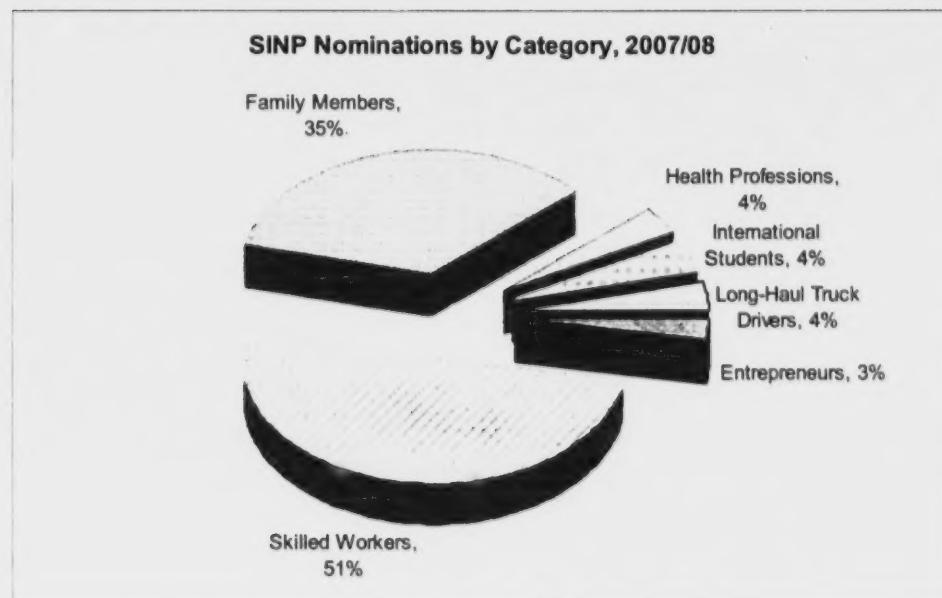
The Ministry works with community agencies to provide settlement and retention services once they arrive in our province. As well, the attraction and retention of international students plays an important role in expanding our province's immigration, innovation, cultural diversity and trade development.

During the fiscal year, the Ministry:

- Served employers interested in hiring immigrants and foreign workers by opening a new office in Saskatoon.
- Worked with regulatory bodies to identify barriers and best practices to facilitate the recognition of international training and experience. Three pilot projects were established to address supports and gap training needs of immigrants.
- Initiated the development of an International Education Strategy. This strategy envisages a collaborative approach involving the whole education and training sector, the business community, community organizations, and government ministries to achieve the synergies required for success and to maximize the benefits for Saskatchewan. Increasing the number of international students within the province is expected to assist in offsetting anticipated enrolment decline and alleviate labour shortages by creating a pool of international students who are potential immigrants with a Saskatchewan credential.
- Maintained popularity in the Skilled Workers and Family Members categories in 2007/08, accounting for 87 per cent of all SINP nominations. There were 866 Skilled Worker nominations (an increase of 51.7 per cent compared to 2006/07) and 587 Family Member nominations (an increase of 17.6 per cent compared to 2006/07) issued. Nominations in the International Students more than tripled to 63 in 2007/08, up from 18 nominations in 2006/07.
- Attracted the highest number of SINP nominees in Saskatoon and Regina, accounting for almost two-thirds of all nominees.
 - The top three destinations in Saskatchewan for provincial nominees in 2007/08 were: Saskatoon – 617 nominees (36.5 per cent of the total), Regina – 438 nominees (25.9 per cent) and Lloydminster – 95 (5.6 per cent)
 - The top three source countries for SINP nominees in 2007/08 were: Philippines – 639 (37.8 per cent of the total), China – 171 (10.1 per cent) and United Kingdom – 99 (5.9 per cent).

- The top five occupations in which the most nominees were hired in 2007/08 include:
 - Welders – 217
(16.1 per cent of the total)
 - Pork Production Technicians – 124
(9.2 per cent)
 - Production-Line Workers in Food and Beverage Processing – 81
(6.0 per cent)
 - Cooks and Chefs – 73 (5.4 per cent)
 - Truck Drivers – 65 (4.8 per cent)
- Invested in excess of \$2.3 million in settlement supports and services for more than 1,000 new immigrants. These supports include language training, community capacity, assessments and referral services, employment and bridging programs, information and orientation, and enhanced capacity to address foreign credential recognition issues.
- Conducted seven overseas missions (Philippines – two missions, Serbia, France/Belgium, Germany, China and South Korea). Made approximately 490 job offers as a result of these missions. Two international missions to the Philippines were in collaboration with officials from Saskatchewan Health Regions, the Saskatchewan Registered Nurses Association (SRNA), the Saskatchewan Union of Nurses (SUN) and the Ministry of Health to assist in determining the admissibility of potential nursing candidates. The two missions to the Philippines resulted in approximately 380 job offers to Filipino nurses.

Chart D:



Labour, Employee and Employer Services

The Ministry analyzes, develops and disseminates labour market information to support strategic and corporate planning at the national, provincial and regional levels. In 2007/08, the Ministry undertook the following actions:

- Improvements made to the provincial labour employment forecast. This enables the Ministry to provide information that is more accurate for students, job seekers and labour market planners.
- Developed several documents related to the labour market including employment forecasts, population fact sheets and a wage report. These documents are available at www.publications.gov.sk.ca/aee/lmi.
- Collaborated with SATCC to develop a publication *Labour Market Conditions for the Apprenticeship Trades in Saskatchewan (2002-2010) Report*. This report is available at www.aeel.gov.sk.ca.

Career and Employment Services

Individuals and employers can access career and employment information, programs and services through 20 offices located across Saskatchewan.

The unprecedented demand for labour in Saskatchewan represents a significant opportunity to engage individuals who traditionally have not participated in the labour market to prepare for employment. Job seekers engage in strength-based, solution focused services intended to assist transition to employment and maximum self-sufficiency. Services target individuals receiving Employment Insurance (EI), social assistance or the Transitional Employment Allowance. Over 11,000 individuals worked with a Career and Employment Consultant to develop a career action plan.

The programs and services provide work readiness training, life skills, employment supports and work experience through partnerships with community-based organizations, municipalities and employers.

In 2007/08, 11,552 individuals used the career and employment programs. Of these individuals, 5,858 completed their program, went on to further education and training or became employed while 5,286 individuals are still working on their program, quit their program or were discontinued for non-participation. The profile of the individuals that worked with a Career and Employment Consultant to develop a career action plan included Social Assistance Clients (3,138), Employment Insurance Clients (3,206) and others (4,693).

Labour Market Development Agreement (LMDA)

The LMDA is a federal-provincial agreement through which the federal government transfers funds, which enable the province to deliver programs and services for clients eligible for benefits under the *Employment Insurance Act*.

Results for 2007/08 indicate a decrease in the number of individuals who returned to work. However, they also indicate a significant increase in savings to the EI account because of unpaid benefits (see Table 12 on next page). The decrease in returns to work is reflective of the overall decrease in the number of EI claimants. The decreased number of EI claimants is reflective of the province's high employment rates and tight labour market.

Table 12: LMDA Outcomes and Savings

	2006/07		2007/08	
	Target	Results	Target	Results
Employed/Self Employed	4,800	5,244	5,580	4,457
Unpaid Benefits	\$21.0M	\$28.7M	\$24.80M	\$32.35M

Labour Market Agreement (LMA)

The signing of the Canada-Saskatchewan Labour Market Agreement took place February 22, 2008. This agreement provides Saskatchewan with approximately \$90 million over the next six years (more than \$15 million annually) to create new labour market programs and supports for those who do not currently qualify for assistance under the *Employment Insurance Act*. The LMA will help ensure all Saskatchewan people benefit from Saskatchewan's economic momentum by providing support to individuals who are often excluded from the labour force, such as immigrants, persons with disabilities, older workers and Aboriginal people entering or re-entering the labour force. Residents who are unemployed and workers who lack basic education or skills also have support to get the training they need to find and keep good jobs. Programs and services are being developed and will commence in 2008/09.

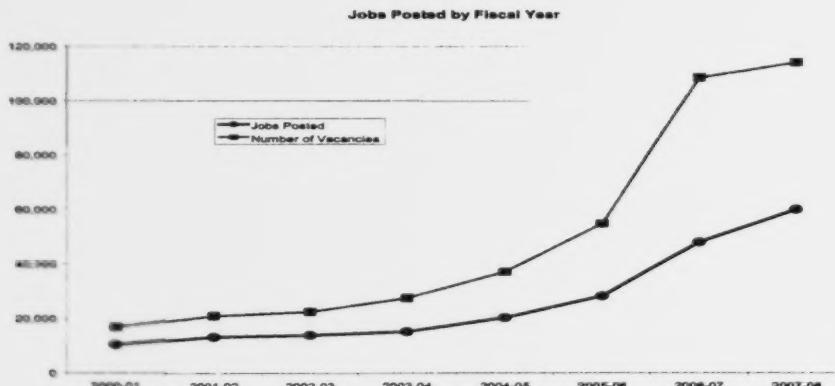
Student Employment Experience (SEE) Program

The Ministry worked in partnership with community-based organizations, post-secondary training institutions and the Public Service Commission to deliver this program. Through this year-round program, approximately 800 students had the opportunity to connect with career-quality work relevant to their field of study. Students benefited from part-time and full-time employment with non-profit employers who in turn were eligible to receive wage subsidies for each student employee approved under the SEE program.

SaskJobs

SaskJobs supports Saskatchewan employers within western Canada's competitive labour market. It provides a mechanism for employers with unfilled positions in Saskatchewan to post their jobs. Job seekers view these opportunities and post their resumes on the site. With an average of 300,000 monthly visits to the website and approximately 8,000 opportunities posted at any one time, SaskJobs is an extensive and effective job-search and recruitment tool. Since its launch in 1999, SaskJobs hosted almost 43,000 employers and over 400,000 vacancies. Employer feedback and participation in SaskJobs continues to be positive.

Chart E:



Labour Relations

Saskatchewan has a very stable labour relations environment relative to other areas of Canada. This is due, in part, to government's recognition that labour disputes take an immense toll on workers, employers and society alike. The government also recognizes that employee and employer economic well-being, and a growth economy, can only be achieved through harmonious and respectful work environments.

During the fiscal year, the Ministry:

- Provided aid to employers and unions to resolve difficult labour disputes and work stoppages due to strikes and lockouts. Resolved four strikes/lockouts including:
 - the University of Regina, University of Saskatchewan and CUPE Local 1975-01 and 1975;
 - the Saskatchewan Association of Health Organizations and Health Sciences Association of Saskatchewan;
 - Swift Current Power and Light and IBEW Local 2067; and
 - Moose Jaw Citizens All Association and SGEU.
- Of the 43 grievances that were referred for mediation, 31 of 37 (84 per cent) were resolved and the remaining six were carried forward into 2008/09.
- Provided training sessions to unionized workplaces including five related to the concept and implementation of Interest Based Negotiation (IBN) and eight related to conflict resolution.
- Resolved 10 agreements successfully using IBN.
- Conducted 47 workplace mediations at the request of both the employer and the union. The mediations focus on the environment in the workplace and not on collective agreement issues.

Balancing Work, Family and Life

Government recognizes that balancing work and family life contributes to a healthy and productive society. Research shows family-friendly workplaces are a factor in recruitment and retention, which has stimulated both employer and employee interest in balancing work, family and life.

The Ministry co-chaired with the federal government the ad hoc federal/provincial/territorial Work Life Balance Committee of the Canadian Association of Administrators of Labour Legislation which determined areas of mutual interest for potential collaboration.

During the fiscal year, the Ministry, in partnership with a wide range of community-based and non-profit organizations:

- Gathered information about work-family balance issues from lower wage employees in partnership with Catholic Family Services of Saskatoon. This information was used to further understand work-family balance issues for this organization.
- Presented a recruitment, retention and work-life balance event for small businesses with the Canadian Association of Family Enterprises, Regina.
- Supported the Yorkton Balancing Work and Family Committee event with Dr. Linda Duxbury to over 450 people.

- Presented awareness training in Prince Albert, Yorkton, and Swift Current for employed women with care responsibilities including First Nations and Métis women, visible minorities, and farmwives with off-the-farm jobs in partnership with the Balancing Work and Family Alliance and with Status of Women, Canada funding.
- With funding from Status of Women Canada, launched a six-month outreach project, Bringing New Voices into the Work-Family Discourse in Saskatchewan. (Balancing Work and Family Alliance)
- Presented the Work-Family Balance and Labour Force Shortages Conference to over 280 registrants in partnership with the Balancing Work and Family Alliance.
- Conducted qualitative research work-life issues impacting employed Aboriginal mothers in collaboration with the Saskatchewan Aboriginal Women's Circle Corporation.

Health and Safety for Employees and Employers

Ensuring a safe and productive labour force is critical to sustaining Saskatchewan's economic momentum. Greater opportunity for everyone to benefit from the province's economic growth happens when work-related injuries, illnesses and death are decreased or eliminated. The Ministry and the Workers' Compensation Board (WCB) share a mutual commitment in working toward preventing occupational injuries and illnesses and establishing targets for reducing the lost time injury rate through its WorkSafe Saskatchewan partnership.

- Occupational Health and Safety (OHS) is supported through the development of positive workplace cultures through five inter-related and complementary strategies:
 - OHS supports Workplace Responsibility Systems to engage employers and workers in reducing workplace hazards.
 - OHS improves the effectiveness of and compliance with health and safety standards through education and enforcement.
 - OHS provides youth and future workers with basic health and safety orientation before and upon entering the workforce.
 - OHS promotes healthy and safe practices as part of the community.
 - OHS provides technical standards and services to Saskatchewan workplaces to enhance health and safety.
- The percentage of Saskatchewan workers who work in provincially regulated workplaces (with 10 or more workers) with an occupational health committee has increased from 75 per cent in 2001/02 to 90 per cent in 2007/08.
- Saskatchewan's time-loss injuries decreased from 15,174 in 2002 to 13,483 in 2007. The 2007 time-loss injury rate decreased from 4.05 per cent in 2006 to 3.8 per cent – a six per cent year over year decrease.
- In the past year, the Ministry assisted with the creation of 381 new occupational health committees bringing the total number of provincial committees to 5,007. Over 4,100 committee members, supervisors and employers received training to enhance the effectiveness of workplace responsibility systems.

- Over 3,650 occupational health and safety inspections were conducted, including 1,073 inspections targeted at workplaces with the highest number of injuries. Approximately 10 per cent of these inspections were focused on the health sector. The inspections resulted in 4,550 orders for improvement. Although there was over 98 per cent compliance with the orders, 31 files were forwarded to the Ministry of Justice and Attorney General for review. Prosecutions resulted in over \$65,000 in fines.
- Initiated eight applied research projects aimed at providing data and information on which to base improvements to occupational health and safety standards and the reduction of hazards in industries and occupations including: appropriate controls to be used by health care workers during a pandemic flu, conducting risk assessments and analysis of farm injuries and fatalities, and assessment of radon in provincial dwellings.
- Provided 4,360 technical services to enhance the management of health hazards associated with occupational hygiene standards, toxicology, radiation and mine safety; and partnered with the University of Saskatchewan to provide an Occupational Health Clinic and Chief Occupational Medical Officer to review specific occupational health illness cases and provide advice on prevention programming.
- The *Ready for Work* program is a comprehensive program of health, safety and labour standards activities and resources developed in partnership with the Ministry of Education for students in Practical and Applied Arts courses and the Career and Work Exploration and Law curricula in provincial high schools. In 2007/08, over 4,200 students received this program. Development and implementation of the *Ready for Work* program for middle years core curricula in urban, rural and First Nations schools in Saskatchewan is underway. Since implementation of the *Ready for Work* program in 2001/02, the percentage of Practical and Applied Arts high school students receiving the health and safety orientation increased from nine per cent to the current 54 per cent. Since the introduction of this program, the time loss injuries for youth decreased by 16 per cent.
- Engaged Aboriginal communities in health and safety prevention through the delivery of presentations, participation in career fairs and Aboriginal events reaching over 7,000 youth and workers while establishing partnerships with future educators.
- Recommendations from the Occupational Health and Safety Council were analyzed. Stakeholders were consulted on proposed amendments to *The Occupational Health and Safety Act, 1993* and proposed amendments to *The Occupational Health and Safety Regulations, 1996*. Amendments to the regulations addressed the most significant injury risks (i.e., lifting in health care and falls).
- Amended *The Occupational Health and Safety Act, 1993* to expand the definition of harassment to include personal harassment and bullying and to create special adjudicators to hear appeals from harassment decisions made by an occupational health officer. A Harassment Protection Unit was instituted to respond to inquiries and provide education for workplaces.

Support for Injured Workers

The report of the Workers' Compensation Act Committee of Review was released on July 5, 2007. The Ministry solicited feedback from stakeholders. Thirty-four stakeholders and government ministries/agencies, and two unsolicited individuals sent in a response. Analysis of the recommendations based on the feedback received is currently underway.

The Office of the Worker's Advocate assists injured workers and/or their dependants who have a dispute with the Workers' Compensation Board. In 2007/08, the Office developed new statistical reporting programs to track the numbers and types of requests it receives and to streamline processes. At the end of the fiscal year, the number of outstanding files were 26 – a year over year decrease of seven and a decrease of 36 over 2005/06. The waiting time for clients to get the services of an Advocate remained the same at the 2006/07 level of six weeks.

Labour and Employment Standards

Ensuring fair and equitable workplaces contributes positively to productivity. The Ministry provides services and advice to employers and employees regarding their rights and responsibilities as outlined in *The Labour Standards Act*. Information and advice is available for both employers and employees regarding employment issues that fall within the scope of *The Labour Standards Act*. Alleged contraventions of the Act are investigated and action taken when warranted.

- *The Labour Standards Act* was amended to provide job protection for reservists in the Canadian Armed Forces.
- *The Labour Standards Regulations* were amended to address the northern exemption, outfitters, mineral exploration and employees of commercial trappers and fishers.
- The minimum wage was increased from \$7.95 per hour to \$8.25 effective January 1, 2008.

A higher minimum wage provides incentive for unemployed people to enter the workforce. Furthermore, it is one of a variety of mechanisms to assist minimum wage earners and their families to help build and share in a prosperous economy.

- In 2007/08, there were approximately 63,600 inquiries made primarily through the toll free line in the Regina Call Centre.
- There were 2,048 new complaints filed and completed. Disputes related to unpaid wages, holiday pay, maternity leave, etc. These investigations resulted in the assessment of \$1.785 million in additional wages owed and the collection of \$1.466 million from employers. These amounts represent the highest in the last five years (\$1.31 million was collected in 2005/2006). There was a year over year decrease in the number of claims filed of approximately 10 per cent, which is likely due to an improvement in the economy and fewer bankruptcy/business closures. The number of investigations completed over the year increased by approximately 2.6 per cent.
- Provided 54 labour standards workshops to 954 Saskatchewan employers, employees, municipal administrators, secondary and post-secondary students, new immigrants and Aboriginal communities.
- Opened a new office to deal with Employment Standards issues in La Ronge.

Competitive Workplaces

Government's vision is one of sustained social and economic growth, and balanced employee and employer interests. Achieving this vision requires a broad range of support including:

- Drafting Bill 5, *The Public Service Essential Services Act* to protect the interests of citizens and employers potentially threatened by disruption of programs and services due to a prolonged labour dispute.

- Developing Bill 6, an Act to amend *The Trade Union Act* to better balance the labour relations interests of employees and employers.
- Creating a provincial multi-occupational wage survey in partnership with the federal government. The survey provides wage information on approximately 250 occupations. The results can be found at www.labour.gov.sk.ca. Employers, job seekers and students use results from the survey.
- Developing a response to the Commission on Improving Work Opportunities for Saskatchewan Residents. This Commission focuses attention on the need for education, training, employment, health, income and familial supports for workers challenged by low educational achievement, tenuous labour force attachment, and inadequate pay and benefits.

Status of Women Office (SWO)

The Status of Women office provides leadership to government on policy direction affecting the status of women in Saskatchewan and works to achieve social, economic and political equality for women.

- The SWO provided multi-year support toward the expansion of the Northern Women's Network (NWN). The NWN engages northern women, groups and communities to reduce the negative impacts of isolation, increase opportunities to share resources and best practices and build community and leadership capacity. The partnership between the SWO and the NWN promotes culturally sensitive and respectful business practices that support rather than drive community leadership and initiatives.
- In 2007/08, the NWN developed and facilitated a leadership pilot project for women in four northern communities, and collaborated with the SWO to host the 2007 Northern Women's Gathering in Prince Albert.

The NWN exceeded its growth target for 2007/08. It began with five member communities in 2005/06, expanded to eight in 2006/07 and now includes 13 communities.

- The SWO supports community-based events that raise awareness of core priorities for women and key dates in women's history including International Women's Day, Person's Day, Women's History Month, and the National Day of Remembrance and Action on Violence Against Women. The SWO funds community-based events and is a contributor to special initiatives and programs that address core priorities for women.

The International Women's Day grant program provides \$22,075 to host 44 community events. Additional grants were allocated totalling \$17,280 for initiatives in the areas of trades and technology, leadership, violence against women and economic security.

2007/08 Financial Overview

Summary of 2007/08 Financial Results

The 2007/08 actual expenditures for the Ministry were \$687.67 million resulting in a variance of \$2.66 million in expenditures over the restated budget of \$685.01 million. The variance of \$2.66 million in expenditures is comprised of \$20.25 million of over expenditures in some program areas, offset by \$17.59 million of under expenditures in other programs and administration. Of total Ministry expenditures, approximately 92 per cent are transferred to third parties or individuals.

- The \$20.25 million of over expenditures, supported by Supplementary Estimates of \$16.27 million, is for increased expenditures related to post-secondary capital, health professional and skills training expansion, and the International Vaccine Centre project at the University of Saskatchewan. Additional funds from under expenditures were allocated to other priorities, including increases to on-reserve delivery of basic education and to offset the costs associated with higher utilization of employment services by clients with disabilities.
- The \$17.59 million of under expenditures were primarily client-based programs such as Student Support Programs, and Career and Employment Service Programs reflecting fewer clients requiring benefits/services in a climate of increasing labour market demand. Other savings were realized due to the Immigration Division experiencing slower programming implementation than anticipated and in the Northern Skills Training program, which reflects changes in the forestry industry and in turn reduces the demand for the Forestry Training program. Overall, the Ministry's operational support costs were less than budget due to vacancies and other operational savings.

Revenue for the Ministry was \$64.79 million; \$0.52 million lower than the budget of \$65.31 million. The Workers' Compensation Board (WCB) fully funds actual costs of the Occupational Health and Safety Division, as well as the Office of the Worker's Advocate. Actual expenditures in both of these areas were lower than anticipated, resulting in decreased revenue coming to the Ministry from the WCB. There was decreased federal funding to the Ministry due to lower than anticipated eligible expenditures related to Immigration and a cost-shared capital project at the University of Regina. These decreases were offset by increases in Casual Revenue and Recoveries of Previous Years' Expenditures.

The 2007/08 FTE budget (restated and rebased) for the Ministry was 637.60, actual FTEs used was 647.49 resulting in an over usage of approximately 10 FTEs. FTEs were under utilized by about 28.60 due to vacancies, turnover and delayed staffing. This was offset by about 38.60 additional FTEs related to the government's Student Employment Experience Program as this program's FTE usage is held within Advanced Education, Employment and Labour for all of government.

Summary of Expenditures

The following table outlines information on actual and budgeted expenditures by subvote and subprogram. This information reflects the consolidation of the former departments of AEE and Labour. Variance explanations are provided for all variances that are \$0.5 million or greater.

in thousands of dollars

	Restated Estimates	Actual Expenditure	Variance Over/ (Under)
Subvote/Subprogram			
Central Management and Services			
Executive Management	1,850	2,979	1,129 ¹
Central Services	15,995	14,040	(1,955) ²
Accommodation Services	6,351	6,240	(111)
Subvote Total	24,196	23,259	(937)
Student Support Programs			
Operational Support	4,208	3,962	(246)
Saskatchewan Student Aid Fund	24,949	24,949	-
Provincial Training Allowance	29,834	24,051	(5,783) ³
Skills Training Benefit	9,257	7,605	(1,652) ⁴
Apprenticeship Training Allowance	1,584	1,525	(59)
Employability Assistance for People with Disabilities	5,506	5,796	290
Subvote Total	75,338	67,888	(7,450)
Post-Secondary Education			
Operational Support	2,275	2,354	79
Universities, Federated and Affiliated Colleges and Educational Agencies	303,576	304,945	1,369 ⁵
Saskatchewan Universities - Urban Parks	916	916	-
Saskatchewan Institute of Applied Science and Technology (SIAST)			
- Operating	91,511	91,292	(219)
- Accommodation Services	27,076	27,076	-
Saskatchewan Indian Institute of Technologies (SIIT)	2,000	1,500	(500) ⁶
Regional Colleges	20,663	20,806	143
French Language Institute	1,805	1,805	-
Post-Secondary Capital	10,429	18,755	8,326 ⁷
Saskatchewan Apprenticeship and Trade Certification Commission (SATCC)	12,475	12,875	400
Technology Enhanced Learning (TEL)	5,025	5,089	64
Innovation and Science Fund	12,850	14,406	1,556 ⁸
Interprovincial Agreements	1,345	1,191	(154)
Subvote Total	491,946	503,010	11,064
Immigration	8,490	5,685	(2,805) ⁹
Training Programs			
Operational Support	1,257	1,209	(48)
JobStart/Future Skills	18,306	19,165	859 ¹⁰
Northern Skills Training	2,374	1,537	(837) ¹¹
Basic Education	15,862	16,626	764 ¹²
Subvote Total	37,799	38,537	738

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	Restated Estimates	Actual Expenditure	Variance Over/ (Under)
Career and Employment Services			
Operational Support	11,569	11,203	(366)
Employment Programs	11,887	10,162	(1,725) ¹³
Client and Community Support	7,049	7,250	201
Labour Market Information	2,545	2,421	(124)
Youth Employment	2,461	2,350	(111)
Subvote Total	35,511	33,386	(2,125)
Labour Relations Board	879	1,150	271
Labour Relations and Mediation	599	711	112
Labour Standards	2,344	2,426	82
Occupational Health and Safety	6,857	6,092	(765)¹⁴
Status of Women Office	451	397	(54)
Worker's Advocate	603	534	(69)
Capital Asset Acquisition		4,598	4,598¹⁵
Subtotal	685,013	687,673	2,660
Supplementary Estimates	16,270	-	(16,270)
TOTAL ADVANCED EDUCATION, EMPLOYMENT AND LABOUR APPROPRIATION	701,283	687,673	(13,610)
Capital Asset Acquisitions	(1,200)	(4,794)	(3,594) ¹⁶
Capital Asset Amortization	2,368	2,284	(84)
TOTAL ADVANCED EDUCATION, EMPLOYMENT AND LABOUR EXPENSE	702,451	685,163	(17,288)

The 2007/08 restated appropriation budget for the Ministry was \$685.01 million; the Ministry overexpended by \$2.66 million. This over expenditure was offset by \$16.27 million in supplementary estimates resulting in an overall under expenditure of the appropriation of \$13.61 million. This information reflects the consolidation of the former departments of AEE and Labour.

Supplementary Estimates

Supplementary estimates of \$16.27 million were to cover appropriation expenditures including \$3.99 million for an expansion of health care professional training capacity and associated equipment and SIAST renovation costs; \$5.32 million for an expansion of skills and apprenticeship training capacity along with a major renovation for Cumberland Regional College; \$2.16 million for the first year of the province's increased commitment to the construction of the International Vaccine Centre (InterVac) at the University of Saskatchewan; and \$4.80 million to allow government to purchase a new facility to expand the SIAST Kelsey Campus.

Explanations for Major Variances on Appropriation Budget

1. Executive Management was over budget by \$1.13 million. This reflected \$0.70 million for estimated severance costs as well as increased administrative costs of \$0.40 million for the operation of the Minister's Office and Deputy Minister's Office, in part reflecting that the costs of the Minister's Office were no longer shared with other Ministries.

2. Central Services was under budget by \$1.96 million. This primarily reflected \$2.24 million in lower information technology costs (\$1.19 million of which was related to delayed capital systems development).
3. Increased labour market demand in Saskatchewan led to a reduction in the number of clients requesting income support while in training. This resulted in an under expenditure to the Provincial Training Allowance of \$5.78 million.
4. Increased demand in the labour market resulted in an under expenditure to Skills Training Benefits of \$1.65 million as a consequence of fewer clients requesting benefits while in skills training.
5. Universities, Federated and Affiliated Colleges and Educational Agencies was over budget by \$1.37 million. This primarily reflected funding (from Supplementary Estimates for the Health Professional Expansion) to provide four additional undergraduate seats at the College of Medicine for \$0.31 million; and additional funding of \$0.92 million for the University of Regina to support administrative costs at the Johnson-Shoyama School of Public Policy, the Saskatchewan Institute of Public Policy and to support tuition management.
6. The Saskatchewan Indian Institute of Technologies was under budget by \$0.50 million. This reflects \$1.00 million funding for the Skills Extension program which was paid out of JobStart/Future Skills (see Note 10) and offset by \$0.50 million provided by Supplementary Estimates to increase capacity to deliver skills training.
7. Post-Secondary Capital was over budget by \$8.33 million. This primarily reflects funding provided by Supplementary Estimates to provide capital funding for skills and health training (including nursing) expansions.
8. The Innovation and Science Fund was over budget by \$1.56 million, which was primarily funding provided by Supplementary Estimates and represents the commitment for the International Vaccine Centre (InterVac) project of \$2.16 million offset by lower than planned commitments to approved projects.
9. Immigration was under budget by \$2.81 million reflecting a slower implementation to full staffing and programming than anticipated.
10. JobStart/Future Skills was over budget by \$0.86 million. This primarily reflects \$1.00 million for Skills Extension offered at the Saskatchewan Indian Institute of Technologies (see Note 6); and \$0.28 million for Early Childhood Education (this is largely offset by the SIAST under expenditure); offset by savings within the program.
11. Northern Skills Training was under budget by \$0.84 million. This reflects changes in the Saskatchewan forestry industry, which has meant a reduction in the demand for the Forestry Training program.
12. Basic Education was over budget by \$0.77 million offset by underexpenditures in the Provincial Training Allowance. This reflects an increase in on-reserve delivery of the program.
13. Employment Programs was under budget by \$1.72 million. Increasing demand in the labour market has resulted in less demand and fewer clients for this program.
14. Occupational Health and Safety was under budget by \$0.77 million as the result of savings due to vacancies.
15. Supplementary Estimates included funding for Capital Asset Acquisition of \$4.80 million to allow the government to purchase a new facility to expand training capacity at the SIAST Kelsey Campus.
16. Capital Acquisitions exceeded budget by \$3.59 million primarily reflecting the government purchase of the new SIAST Kelsey Campus facility (see Note 15) for \$4.60 million as well as other lease hold improvements of \$0.20 million offset by lower systems development costs of \$1.20 million as the result of delayed project implementation (see Note 2).

Summary of Revenues

The Ministry collects revenue primarily attributable to federal-provincial cost sharing agreements, as well as fee related services, publications and other miscellaneous items. All revenue collected is deposited in the General Revenue Fund (GRF). A summary of the Ministry's 2007/08 budgeted revenue compared to actual revenue is presented below. Variance explanations are provided for all variances that are greater than \$50,000.

<i>in thousands of dollars</i>	Restated Budget	Actual Revenue	Variance Over/ (Under)
Revenue Category			
Privileges, Licences and Permits			
Property and Building Rentals	93	88	(5)
Examination Fees	61	55	(6)
Subtotal	154	143	(11)
Sales, Services and Service Fees			
Other Miscellaneous Services	14	19	5
Other Registration Fees	79	69	(10)
Subtotal	93	88	(5)
Receipts From Other Governments			
Federal-Provincial Cost Sharing Programs	49,377	48,621	(756) ¹
Employability Assistance	5,824	5,824	-
Subtotal	55,201	54,445	(756)
Other Revenue			
Proceeds from Other Funds	9,350	8,828	(522) ²
Fines, Forfeits and Penalties	2	8	6
Casual Revenue	216	428	212 ³
Refund of Previous Year's Expenditures	297	851	554 ⁴
Subtotal	9,865	10,115	250
Total Revenue	65,313	64,791	(522)

Explanations of Major Variances

1. Revenue from federal-provincial cost sharing programs were lower than budgeted by \$0.76 million. This was primarily due to lower provincial expenditures for federally funded Immigration programs of \$0.33 million and lower eligible expenditures for the French Language Institute capital project of \$0.33 million resulting in a re-allocation of federal funding to 2008/09.
2. Revenue from Proceeds from Other Funds was lower than budgeted by \$0.52 million. This was primarily due to lower than budgeted recoveries from the Workers' Compensation Board (WCB) for the Occupational Health and Safety Division, as well as the Office of the Worker's Advocate. Position vacancies and modest operational savings resulted in lower than forecasted invoices to the WCB.
3. Casual Revenue exceeded budget by \$0.21 million primarily as the result of additional funding received for the administration of Millennium Scholarships and for targeted research projects, as well as a larger than anticipated transfer of Wage Trust Funds from employers.
4. The Ministry received repayments from clients under the Provincial Training Allowance, Skills Training Benefit and Employment Programs, which were higher than anticipated. The Ministry also received an unanticipated repayment of \$0.33 million from the University of Regina for the French Language Institute capital project (eligible costs were less than anticipated), resulting in revenues exceeding budget by \$0.55 million.

Special Funds

(All audited financial statements for departments and special funds for the 2007/08 fiscal period may be found at www.finance.gov.sk.ca/public-accounts/2007-08).

Student Aid Fund

The Saskatchewan Student Aid Fund was created in 1949 by the Government of Saskatchewan to ensure that students would not be denied access to post-secondary education or training due to lack of financial means. Since then, the Fund has assisted thousands of individuals in attaining their career goals.

For audited financial statements or further information please contact the Communications Branch of the Ministry of Advanced Education, Employment and Labour.

Training Completions Fund

The Training Completions Fund was created under *The Private Vocational Schools Regulation Act, 1995*. The Act was proclaimed on December 15, 1995.

The Fund is administered by the Ministry of Advanced Education, Employment and Labour. The revenue of the Fund consists of monies that operators are directed by regulations to provide, donations to the Fund and earnings from the investments of the Fund. The Fund is primarily used to provide the financial resources necessary to continue the training of students affected by the closure of a private vocational school.

For audited financial statements or further information please contact the Communications Branch of the Ministry of Advanced Education, Employment and Labour.

Guaranteed Debt

The Ministry of Advanced Education, Employment and Labour has Guaranteed Debt through responsibility for the Risk Premium Agreement with the Royal Bank. For further information, please refer to Appendix A.

Loans

The Ministry of Advanced Education, Employment and Labour administers the Student Loans Program for the Province of Saskatchewan. For further information, please refer to Appendix B.

Appendices

Appendix A

Student Assistance and Student Aid Fund Act - Risk Premium Agreement

Guaranteed debt represents a guarantee to the Royal Bank for bankruptcy and/or death of a borrower before loan consolidation within the Student Loans Program. As the number of loans owing to the Royal Bank decrease, so will the guaranteed debt year after year.

<i>in thousands of dollars</i>		Budget	Actual	Variance Over/ (Under)
Risk Premium Agreement				
Total Outstanding Balance at Beginning of Year		76	71	(5) ¹
Additions				-
Reductions		(25)	(28)	(3) ¹
Total Outstanding Balance at Year End		51	43	(8) ¹

Explanation of Variances

1. The Royal Bank Loan Guarantee is determined with reference to projections of outstanding "in school" loans. Adjustments to projections undertaken at year-end generated small actual to budget variances.

Appendix B

Student Loans Program

Effective August 1, 2001, the Province assumed responsibility for the financing of student loans. A loan from the General Revenue Fund (GRF) is provided to the Student Aid Fund to support this role. The interest rate charge on the loan is at the Province's eight year average cost of borrowing.

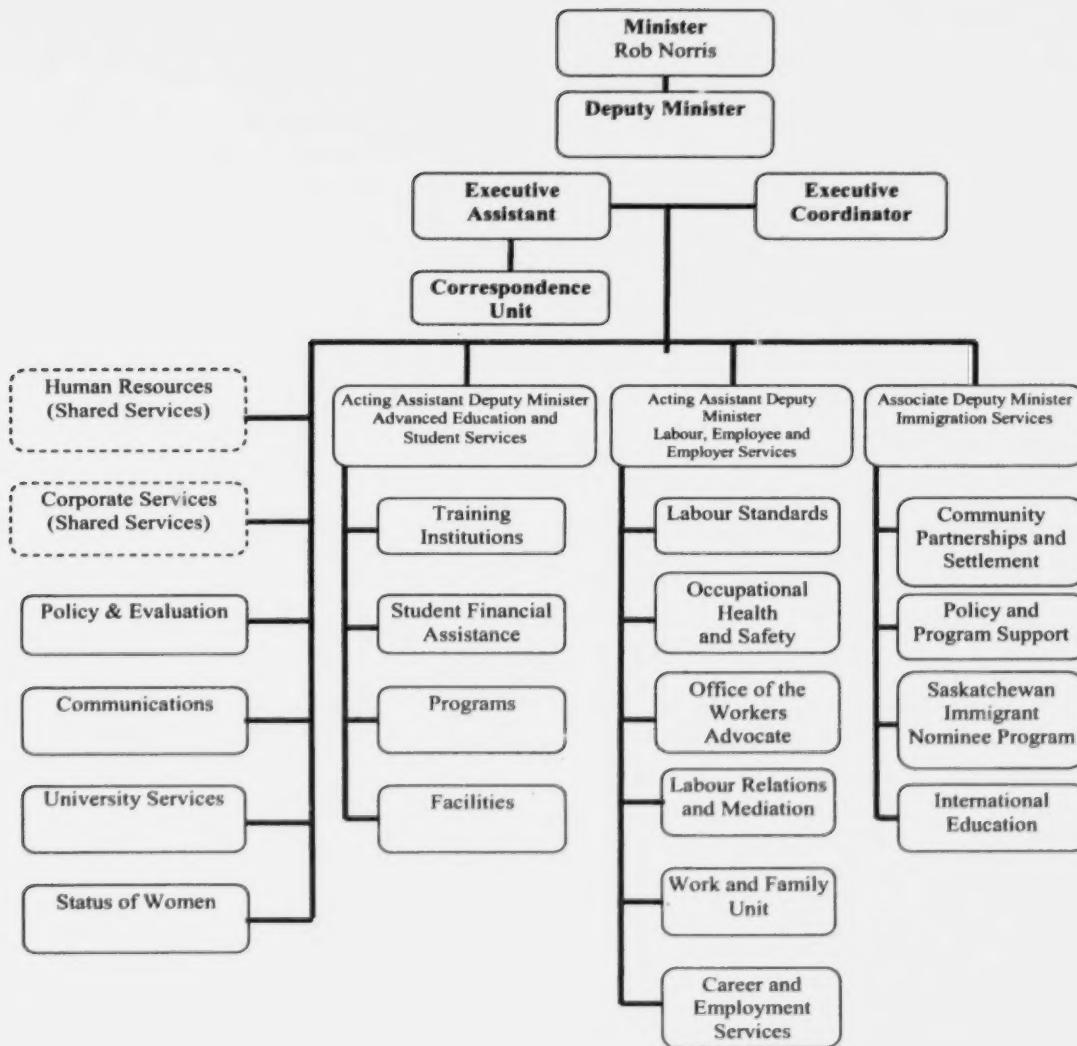
The loan program supports the Ministry's objective to "increase the participation of low-income individuals in post-secondary education and training" through access to student loan funding for tuition and living costs.

<i>in thousands of dollars</i>				
Student Loans Programs	Budget	Actual	Variance Over/ (Under)	
	(unaudited)			
Total Outstanding Balance at Beginning of Year	116,921	104,321	(12,600)	¹
Disbursements from the General Revenue Fund	56,000	44,000	(12,000)	¹
Receipts to the General Revenue Fund	(52,000)	(46,697)	5,303	²
Total Outstanding Balance at Year End	120,921	101,624	(19,297)	¹

Explanation of Variances

1. In both 2006/07 and 2007/08, student loan authorizations were below budget. The sole purpose of the GRF loan to the Student Aid Fund is to support student loan funding. As a result of student loan authorizations falling below expected, total GRF loan draws and balances are below budget.
2. In part, GRF loan repayments are based on grants and bursaries paid to students. With lower than budgeted loan disbursements, the total value of grants and bursaries awarded is also reduced. This resulted in lower than budgeted loan repayments.

Appendix C - Organizational Chart as of March 31, 2008



Appendix D

Acts and Regulations administered by Saskatchewan Advanced Education, Employment and Labour

*The Apprenticeship and Trade Certification Act, 1999
The Apprenticeship and Trade Certification Regulations, 2003
The Apprenticeship and Trade Certification Commission Regulations
The Building Trades Protection Act
The Collective Bargaining Agreement Expiry Date Exception Act
The Construction Industry Labour Relations Act, 1992
The Crown Foundations Act
The Crown Foundations Regulations
The Employment Agencies Act
The Employment Program Regulations
The Fire Departments Platoon Act
The General Regulations under The University of Regina Act, 1974
The General Regulations under The University of Saskatchewan Act
The Graduate Tax Exemption Act
The Graduate Tax Exemption Regulations
The Health Labour Relations Reorganization Act
The Human Resources, Labour and Employment Act
The Labour Management Dispute (Temporary Provisions) Act
The Labour Market Commission Act
The Labour Standards Act
The Labour Standards Regulations, 1995
The Lender-financed Saskatchewan Student Loans Regulations
The Mine[®] Regulations, 2003
The Minimum Wage Regulations
The Ministry of Advanced Education, Employment and Labour Regulations, 2007
The Occupational Health and Safety Act, 1993
The Occupational Health and Safety Regulations, 1996
The Post-Secondary Education and Skills Training Act
The Private Vocational Schools Regulation Act, 1995
The Private Vocational Schools Regulations, 1995
The Public Service Essential Services Act
The Radiation Health & Safety Act, 1985
The Radiation Health & Safety Regulations, 2005
The Regional Colleges Act
The Regional Colleges Regulations
The Regional Colleges Program Designation Regulations
The Regional Colleges Programs and Services Regulations, 1997
The Saskatchewan Applied Science Technologists & Technicians Act
The Saskatchewan Indian Institute of Technologies Act
The Saskatchewan Institute of Applied Science and Technology Act
The Saskatchewan Student Direct Loans Regulations
The Saskatchewan Student Loan Assistance Regulations
The Saskatchewan Student Loan Program Regulations
The Skills Training Benefit Regulations
The Student Assistance and Student Aid Fund Act, 1985
The Student Assistance and Student Aid Fund Regulations, 2001
The Trade Union Act
The Training Allowance Regulations
The Training Programs Regulations
The University of Regina Act
The University of Saskatchewan Act, 1995
The Victims of Workplace Injuries Day of Mourning Act
The Wages Recovery Act*

For More Information

If you have any questions or comments, or would like additional copies of the 2007/08 annual report, we invite you to call (306) 787-9478 or contact:

Advanced Education, Employment and Labour
Marketing and Communications
11th Floor, 1945 Hamilton Street
Regina, SK S4P 2C8

To download a copy of the report or to obtain more information about programs and services contained in this annual report, please visit the Ministry's website at www.aeel.gov.sk.ca.

